

**GOVERNMENT OF INDIA
HUMAN RESOURCE DEVELOPMENT
LOK SABHA**

UNSTARRED QUESTION NO:5542
ANSWERED ON:29.04.2003
NIEPA
UMMAREDDY VENKATESWARLU

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

- (a) whether the Government have asked the National Institute for Educational Planning and Administration (NIEPA) to draw guidelines relating to hiring or selecting of the retired teachers for re-employment;
- (b) if so, whether NIEPA has submitted its report;
- (c) if so, the recommendations thereof;
- (d) whether the Government have accepted all the recommendations of NIEPA; and
- (e) if so, the details of the status of the matter?

Answer

MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (DR. VALLABHBHAI KATHIRIA)

(a): At the initiative of University Grants Commission (UGC), the National Institute of Educational Planning and Administration (NIEPA) had organised one day national level discussion meet on re-employment of teachers after the retirement at the age of 60/62 year in universities and colleges.

(b): Yes, Sir.

(c): The recommendations are annexed.

(d)&(e): NIEPA had sent a copy of the report to UGC. The Scheme was considered by the UGC but the Scheme was deferred on account of their consideration of a similar Scheme - 'Professor of Eminence'.

Annex

Recommendations and Executive Summary

1. The meeting was of the unanimous opinion that the services of good teachers should be available to the system of Higher Education as long as possible.
2. Good teachers generally are at the peak of their abilities during the later stages in their career and as such the experience and knowledge acquired by them during the 30 or 35 years of service must be utilized by the higher education institutions suitably.
3. The institutional needs and system's requirements should be a paramount interest in taking any decisions regarding the availing of services of teachers after superannuation or retirement.
4. At college level, the teaching abilities and at university level both teaching and research capabilities of individual teacher are to be considered besides other qualities while enlisting their services.
5. Suitable criterion for assessing the teaching abilities and research capabilities of teachers are to be developed.
6. Students' appraisal of teachers, especially during the last five years of service of teachers, has also been suggested, by a majority of the participants members, to be given due weightage in the selection of teachers, after superannuation or retirement.
7. A healthy and dignified procedure for seeking the services of deserving teachers is to be evolved in the interest of institutions rather than encouraging teachers to seek it for personal benefit.
8. The scheme evolved be such that it does not block the prospects of the youngsters/others in the departments and also deny them the experience of senior positions.
9. The teachers whose services are proposed to be retained should relinquish their privileges attached to the posts they were holding like appointment, office, official residence etc.

10. The teachers who are involved in embezzlement or moral turpitude or against whom disciplinary action has been taken should not be considered for extension of service.

11. Services of good teachers may be availed upto the age of 65 years, and in some exceptional cases, as per some members, it may be extended even upto 70 years.

12. The meeting also unanimously resolved that a small committee to be formed out of the members to draft clear guidelines and procedures for implementation of the scheme, inter-alia containing the following:

- a) Suitable nomenclature for the scheme consistent with the dignity of the teacher - as reemployment is not a suitable word for this profession.
- b) Criteria for selection
- c) Selection procedure keeping in views of the status and dignity of the teachers
- d) Service conditions
- e) Procedure for appointment
- f) Financial implications